Faculty Professionalism Overview

Exemplary professionalism is an expectation for faculty of the University of Michigan and Michigan Medicine. This is specified in the UM Standard Practice Guide SPG 201.96 https://spg.umich.edu/policy/201.96, in the Michigan Medicine Disruptive or Inappropriate Behavior policy 04-06-047), and in the Michigan Medicine values of *Caring, Integrity, Innovation, Inclusion, and Teamwork*. It is well-established that poor professional conduct erodes the positive culture of an organization and diminishes overall performance. Attention to professionalism begins at the time of faculty recruitment.

The university, medical school, and Michigan Medicine have mechanisms for reporting professional conduct concerns, including:

Compliance Hotline

The University of Michigan Equity, Civil Rights and Title IX Office (ECRT)

UM Division of Public Safety and Security (DPSS)

Patient Safety ("Risk") Reporting

Office of Clinical Affairs

Medical Student Anonymous Mistreatment Portal

Professionalism Reporting for Biomedical Graduate Students

Concerns about faculty professionalism can also be brought directly to department chairs, division or section directors, service chiefs, University of Michigan Medical Group or M-Plan directors; the senior associate dean for faculty and faculty development; or the Michigan Medicine chief of staff.

Faculty professional conduct concerns are reviewed by the appropriate office, based on the nature of the report (e.g., an allegation of gender-based harassment would be reviewed by ECRT). For issues arising in clinical care settings, the Michigan Medicine Professionalism Committee (Office of Clinical Affairs, Office of Patient Experience) might elect to dispatch a peer messenger to invite the faculty member to reflect upon their behavior utilizing the processes and procedures in the Patient Advocacy Response System or Co-Worker Observation Reporting Systems.

Depending on the nature of the professionalism concern, the department chair, division or section director, or other administrative leaders are contacted; they may conduct further review and may be involved in determining next steps.

Significant faculty professional conduct reports are confidentially reviewed bi-weekly by the Michigan Medicine Professional Review Advisory Committee, which has representation from the Office of Faculty Affairs, Office of Clinical Affairs, Medical School Education, Provost's Office - Academic and Faculty Affairs, Academic Human Resources, and the Office of the Vice President & General Counsel. If professional conduct concerns are substantiated and found to be a violation of SPG 201.96, a response is generated through the department (and/or by the leader to whom the individual reports), working in conjunction with the above entities. Depending on the conduct and history of conduct, a formal remediation plan may be developed, including a Performance Improvement Plan with specific goals and expected outcomes. A sample Performance Improvement Plan is available through the Office of Faculty Affairs. Other actions may be taken appropriate to a determination of misconduct.

A substantial occurrence or a persistent pattern of unprofessional conduct can result in delayed or denied academic promotion, reduction in pay, removal of leadership positions, removal from interactions with trainees, reduction in laboratory or office space, non-reappointment for non-tenured faculty, or termination of employment. The unit will consult with the Medical School Executive Committee prior to imposing any significant sanction or disciplinary action (e.g., non-reappointment or termination) from a violation of SPG 201.96.

Faculty members who feel that professional conduct concerns or reports are not valid should engage in discussions with departmental leadership, the Office of Clinical Affairs for clinical care issues, or the Office of Faculty Affairs for non-clinical issues. Faculty may utilize a Michigan Medicine ombudsperson to discuss the issues, and the ombuds may attend meetings with leadership relating to the professional conduct report. For more information, see: https://umhealth.sharepoint.com/sites/office-faculty-affairs/SitePages/Faculty-Ombuds.aspx

Faculty members can also file a grievance through the University of Michigan Faculty Grievance process. For more information, see: https://hr.umich.edu/working-u-m/my-employment/academic-human-resources/faculty-grievance-procedures

The goal of Michigan Medicine is to have a workplace where a high level of professionalism is the rule and where all team members and patients can thrive in a supportive, safe environment.